

CHAPTER 8

TOTAL COMPENSATION COMPARABILITY (TCC)

To implement the policy of TCC, DoD Components to whom wage fixing authority for foreign national employees has been delegated shall coordinate in the effort to update the TCC plan for each country. Requirements are:

1. The plan must cover the pay and benefit components listed in Appendix B.
2. The plan must specify the time frame in which pay and benefits will be studied.
3. The plan must specify the basis for monetizing each non-U.S. Forces and U.S. Forces benefit.
4. The plan must specify for the country concerned which benefits are identical in the non-U.S. Forces sectors and how such benefits are to be treated.
5. If a different benefit package is provided for different groups of employees within a country in the non-U.S. Forces sector, this must be recognized.
6. The plan must specify any exclusions and the basis for the exclusions.
7. The plan must specify the specific methodology to be used to compare U.S. Forces total compensation with non-U.S. Forces total compensation and the procedures must be statistically valid. The methodology must result in an overall monetary term, expressed in money and percentage, which portrays the amount by which U.S. Forces pay and benefits in the aggregate exceed or trail non-U.S. Forces pay and benefits.
8. Updated plans for each country shall be submitted by DoD Components to the ASD(FM&P) for approval. Upon approval, the plans shall be incorporated by the ASD(FM&P) in this Manual as Appendix H.